

How Soldwedel Consulting Can Help You

One consulting partnership for every framework in the journey.

Create a Bold Vision for Tomorrow

At Soldwedel Consulting, we believe that every great strategic journey begins with a bold vision. We partner with leadership teams to create a collaborative visioning process that builds clarity, inspires commitment, and establishes a shared direction for the future.

Together, we help your district:

Facilitate a Comprehensive Visioning Process

Lead a structured process that engages your Board of Education, leadership team, staff, students, families, and community in defining a compelling future.

Analyze Your Current Reality

Examine student achievement, organizational performance, stakeholder perceptions, demographic trends, and environmental factors to understand where your district is today.

Explore Future Trends

Identify the educational, technological, workforce, and community trends that will shape your district over the next five to ten years.

Gather Meaningful Stakeholder Voice

Design and facilitate surveys, interviews, focus groups, and community conversations that ensure every voice contributes to the vision.

Apply the First Four Dimensions of Strategic Management

Apply the first four Dimensions to create a bold vision that is collaborative, future-focused, and aligned for long-term success.

Design Visioning Surveys

Design meaningful visioning surveys for students, families, staff, board members, and community partners.

Identify Emerging Themes

Analyze feedback to uncover the shared beliefs, aspirations, opportunities, and priorities that will shape the district's future direction.

Build Leadership Capacity

Equip leaders with the skills to facilitate strategic conversations, engage stakeholders, think systemically, and lead visionary change with confidence.

Create a Clear Visioning Report

Develop a concise report that summarizes findings, highlights key themes, and provides a strong foundation for developing your Preferred Future Statement.

Prepare for the Next Stage

Ensure your district is ready to move confidently into Shaping Our Preferred Future, where your vision is translated into a Mission, Motto, Vision, Core Values, and Graduate Portrait.

We don't arrive with a prewritten vision.

We don't ask your leadership team to fill in templates.

We don't conduct planning *for* your district.

We build the leadership capacity of your team to create a vision they believe in, own, and are prepared to lead.

Our Promise — When this work is complete, your district will have:

- ✓ A clear understanding of its current reality
- ✓ A shared vision for the future
- ✓ Broad stakeholder ownership
- ✓ Leadership alignment around a common direction
- ✓ Confidence in the next steps of the strategic planning journey
- ✓ A stronger leadership team equipped to guide lasting change

Leadership Commitment

Our commitment is to help your leadership team see new possibilities, engage your community in meaningful conversations, and create a bold vision that inspires action for years to come.

Shape Its Preferred Future

At Soldwedel Consulting, we believe that a bold vision becomes meaningful only when it is transformed into a clear and compelling Preferred Future. We partner with leadership teams to create a shared identity that aligns purpose, direction, values, and expectations for success.

Together, we help your district:

Develop a Clear Preferred Future Statement

Guide your leadership team through a collaborative process to create a Preferred Future Statement that reflects your district's aspirations and inspires your community.

Clarify Your Mission

Define why your district exists and the essential purpose that guides every decision and action.

Create an Inspiring Vision

Develop a compelling description of the future your district is committed to creating for every student.

Establish Core Values

Identify the beliefs and behaviors that will shape your culture, strengthen relationships, and guide decision making throughout the organization.

Develop a Memorable Motto

Craft a concise, inspiring message that communicates your district's purpose and direction in language everyone can remember and embrace.

Design Graduate, Educator, and System Portraits

Facilitate the development of clear portraits that define the knowledge, skills, dispositions, and organizational characteristics needed for long-term success.

Align Your Organizational Identity

Ensure your Mission, Motto, Vision, Core Values, and Portraits work together as one coherent framework that guides strategic decisions and daily practice.

Build Leadership Capacity

Equip leaders with the skills to facilitate meaningful conversations, build consensus, communicate a compelling future, and lead with purpose and consistency.

Prepare for Strategic Priorities

Ensure your district is ready to identify the strategic priorities that will turn your Preferred Future into measurable action.

We don't write your mission.

We don't select your values.

We don't design your portraits in isolation.

We guide your leadership team through a collaborative process that builds ownership, alignment, and a shared commitment to the future you want to create.

Our Promise — When this work is complete, your district will have:

- ✓ A compelling Preferred Future Statement
- ✓ A clear and inspiring Mission, Vision, Motto, and Core Values
- ✓ Graduate, Educator, and System Portraits that define success
- ✓ A shared organizational identity embraced by stakeholders
- ✓ Greater leadership alignment and consistency
- ✓ A strong foundation for defining strategic priorities

Leadership Commitment

Our commitment is to help your leadership team create more than a set of statements. We help you build a shared identity that inspires people, aligns decisions, and provides a clear direction for every learner, every educator, and every member of your community.

Define Strategic Priorities

At Soldwedel Consulting, we help leadership teams transform their Preferred Future into a focused, actionable strategic plan. Together, we identify the priorities that will have the greatest impact on student success and organizational excellence, ensuring that every initiative, resource, and decision supports a common direction.

Together, we help your district:

Identify Your Highest Priorities

Facilitate collaborative discussions to determine the strategic priorities that will make the greatest difference for students, staff, and the community.

Develop Long-Range Goals

Create clear, measurable goals that translate your vision into meaningful outcomes and provide a roadmap for sustained improvement.

Define Success Measures

Identify indicators, measures, and targets that allow your district to monitor progress and evaluate success over time.

Develop High-Impact Strategies

Design research-informed strategies that move beyond good intentions to focused actions that improve results.

Align Resources with Priorities

Ensure budgets, staffing, professional learning, technology, and time are intentionally aligned with your strategic priorities.

Build Organizational Alignment

Connect district goals with school improvement plans, department plans, board priorities, and daily leadership practices to create one coherent system.

Facilitate Consensus and Commitment

Guide leadership teams and stakeholders through meaningful conversations that build ownership, clarity, and confidence in the strategic plan.

Create a Practical Strategic Planning Framework

Develop a strategic plan that is clear, measurable, easy to communicate, and designed to guide decision making — not sit on a shelf.

Build Leadership Capacity

Equip leaders with the skills to prioritize effectively, analyze evidence, make strategic decisions, and maintain focus on the work that matters most.

We don't create long lists of disconnected initiatives.

We don't produce strategic plans that are forgotten after approval.

We don't measure success by the number of goals or pages in the document.

We help leadership teams identify the few priorities that will make the greatest difference — and build the systems needed to achieve them.

Our Promise — When this work is complete, your district will have:

- ✓ Clearly defined strategic priorities
- ✓ Long-range goals aligned with your Preferred Future
- ✓ Meaningful indicators, measures, and targets
- ✓ High-impact strategies focused on results
- ✓ Resources aligned with strategic priorities
- ✓ Leadership consensus and organizational alignment
- ✓ A practical strategic plan that drives action and accountability

Leadership Commitment

Our commitment is to help your leadership team move from vision to focus by identifying the strategic priorities that matter most, aligning your organization around those priorities, and creating a strategic plan that guides meaningful action for years to come.

Implement from Strategy to Results

At Soldwedel Consulting, we help leadership teams bridge the gap between planning and performance. Together, we develop the leadership practices, implementation systems, and accountability processes that ensure your strategic plan becomes part of the daily work of the organization — not a document on a shelf.

Together, we help your district:

Develop Action-Oriented Implementation Plans

Translate strategic priorities into annual action plans with clear objectives, timelines, responsibilities, and measurable outcomes.

Build Leadership Accountability

Establish clear roles, responsibilities, and expectations so every leader understands how they contribute to achieving the district's strategic goals.

Create Performance Scorecards and Dashboards

Design practical scorecards and dashboards that help leaders monitor progress, identify trends, and make timely decisions.

Establish Progress Monitoring Systems

Develop a consistent process for reviewing implementation, celebrating successes, addressing barriers, and adjusting strategies throughout the year.

Align District and School Improvement Efforts

Ensure district goals, school improvement plans, department plans, and team initiatives are working together toward the same strategic outcomes.

Strengthen Team Collaboration

Help leadership teams build structures for communication, collaboration, and shared problem solving that keep implementation moving forward.

Build a Culture of Continuous Improvement

Introduce improvement cycles that encourage reflection, learning, adaptation, and ongoing organizational growth.

Develop Leadership Capacity

Equip leaders with the skills to execute strategy, lead teams, manage change, coach others, monitor performance, and sustain momentum.

Sustain Long-Term Success

Create implementation systems that continue to guide improvement long after the strategic plan has been launched.

We don't stop when the strategic plan is approved.

We don't assume implementation will happen on its own.

We don't rely on annual reports to determine whether progress is being made.

We help leadership teams build the structures, routines, and leadership habits that turn strategic priorities into consistent action and measurable results.

Our Promise — When this work is complete, your district will have:

- ✓ Clear implementation plans for every strategic priority
- ✓ Defined leadership roles and accountability
- ✓ Practical scorecards and performance dashboards
- ✓ A consistent progress monitoring process
- ✓ Strong alignment across district, school, and department plans
- ✓ A culture of continuous improvement
- ✓ Leadership teams equipped to execute strategy with confidence and consistency

Leadership Commitment

Our commitment is to help your leadership team transform strategic plans into meaningful action by building the systems, leadership capacity, and accountability needed to achieve lasting results.

Report Its Results

At Soldwedel Consulting, we help leadership teams communicate progress with clarity, credibility, and purpose. Together, we develop meaningful reporting systems that measure impact, celebrate accomplishments, strengthen accountability, and guide continuous improvement. Our goal is to help your district move beyond reporting activities to demonstrating results that matter.

Together, we help your district:

Develop Meaningful Performance Reports

Create clear, concise reports that communicate progress toward strategic goals using evidence that stakeholders understand and value.

Measure What Matters Most

Identify the indicators, measures, and outcomes that demonstrate meaningful progress toward your district's vision and strategic priorities.

Distinguish Accomplishments from Impact

Help leadership teams report not only what was completed, but also the difference those efforts made for students, staff, and the community.

Tell Your District's Story

Transform data into a compelling narrative that highlights achievements, lessons learned, and opportunities for continued growth.

Design Leadership Dashboards

Develop dashboards that provide timely, actionable information to support informed decision making throughout the year.

Strengthen Transparency and Accountability

Create reporting practices that build trust with boards, staff, families, and the community through open, honest communication.

Support Data-Informed Decision Making

Help leadership teams analyze results, identify trends, evaluate effectiveness, and determine the next steps for improvement.

Celebrate Success While Planning Ahead

Recognize accomplishments, acknowledge challenges, and use reporting as a springboard for the next cycle of strategic planning.

Build Leadership Capacity

Equip leaders with the skills to measure performance, communicate results, interpret data, facilitate meaningful conversations, and lead continuous improvement.

We don't create reports that simply list completed activities.

We don't overwhelm stakeholders with pages of disconnected data.

We don't view reporting as the end of the strategic planning process.

We help leadership teams tell a compelling story of progress — one that celebrates accomplishments, demonstrates impact, strengthens trust, and inspires the next chapter of improvement.

Our Promise — When this work is complete, your district will have:

- ✓ Clear and meaningful reports aligned with strategic priorities
- ✓ Performance measures that focus on outcomes and impact
- ✓ Leadership dashboards that support informed decision making
- ✓ Greater transparency and accountability
- ✓ Stronger communication with stakeholders
- ✓ A culture of reflection and continuous improvement
- ✓ Leadership teams equipped to use evidence to guide future success

Leadership Commitment

Our commitment is to help your leadership team report results that matter, tell your district's story with integrity, and use evidence to strengthen every future cycle of improvement.